



THE FACTORS WHICH AFFECT THE EFFECTIVENESS OF JOB ROTATION IN FELDA PLANTATIONS SDN BHD

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**BACHELOR OF BUSINESS ADMINISTRATION WITH
HONORS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA CITY CAMPUS**

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DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION (HONS) IN HUMAN RESOURCE
MANAGEMENT**

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MELAKA CITY CAMPUS

“DECLARATION OF ORIGINAL WORK”

I, NOORSHAZREENA BTE MOHMD RAZI, (I/C Number: 870516-56-5504)

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees
- This project paper is the results of my independent work and investigation, except where otherwise stated
- All verbatim extracts have been distinguished by quotations marks and sources of my information have been specifically acknowledged.

Signature: _____

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LETTER OF TRANSMITTAL

Date: May 7, 2010

Noorshazreena Bte Mohmd Razi (2008280208),

Faculty of Business Management,

Universiti Teknologi MARA City Campus,

110 Off Jalan Hang Tuah, MELAKA.

May, 2010

The Project Advisor,

Encik Helmy Fadlisham Bin Abu Hasan,

Universiti Teknologi MARA, Melaka City Campus, Melaka

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER (HRM 662)

Attached is the project title “**THE FACTORS WHICH AFFECT THE EFFECTIVENESS OF JOB ROTATION IN FPSB.**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you,

Yours sincerely,

NOORSHAZREENA BTE MOHMD RAZI

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Bachelor of Business Administration (Hons) in Human Resource Management

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ABSTRACT

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THE FACTORS WHICH AFFECT THE EFFECTIVENESS OF JOB ROTATION IN FELDA PLANTATIONS SDN. BHD.

Some firms have been pursuing a practice called job rotation, which assigns each worker not to a single and specific task but to a set of several tasks among which he or she rotates with some frequency. However, the difficulties of changing the organizational structure of an entire facility can prove difficult. Due to this problem, organization must identify the factors which contribute to the job rotation effectiveness. There are three main factors including employee's readiness, management support and task orientation in order to determine the factors which affect the effectiveness of job rotation among 50 employees in Felda Plantations Sdn Bhd.

Results of the present study showed that the most influential factors that affects job rotation effectiveness in FPSB is employee's readiness. Its also shows that employee's readiness has a positive correlation relationship with job rotation effectiveness in FPSB. At the end of this study, the researcher come out with several recommendations in order to give clear vision for the organization to increase the effectiveness of job rotation and will give positive impacts towards employees and organization.

Keywords: Job rotation effectiveness, Employee's readiness, Management support, Task orientation

Research Type: Mode B

Company: Felda Plantations Sdn Bhd